

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015MN009
--------------------------	-------------

Name of Service:	Busy Bees Montessori Ltd
-------------------------	--------------------------

Address of Service:	St. Tiarnach's Old School, Roslea Road, Clones, Co. Monaghan
----------------------------	--

Eircode:	H23 D368
-----------------	----------

Name of Registered Provider:	Amy Dinkin
-------------------------------------	------------

Service type:	Full Day
----------------------	----------

Date of Inspection:	11/11/2025
----------------------------	------------

No of pre-school children:	AM	64	PM	43
-----------------------------------	----	----	----	----

Address of the Early Years Inspectorate:	No.18 The Grange Plantation Walk Monaghan
---	---

Inspection undertaken by:	S Skinnader
----------------------------------	-------------

Title:	Early Years Inspector
---------------	-----------------------

Authority to Inspect	
The Tusla Early Years Inspectorate carries out inspections of Early Years Services under Section 58(J) of the Child Care Act 1991 (as inserted by Section 92 of the Child and Family Agency Act 2013).	

Conditions if applicable	Not Applicable
---------------------------------	----------------

Description of service

Busy Bees Montessori Ltd is a privately owned service which is in operation since 2007. It provides a full daycare, part time and sessional service to children aged 2– 6 years. The service caters for a maximum of 71 children. This service is located in the town of Clones Co. Monaghan. It operates from a renovated old school building. There are 3 care rooms, sanitary accommodations, an office and a kitchen. There is an outdoor area to the rear of the building.

Staffing

There are 15 members of staff including the registered provider employed in the service. Two of the staff work with school aged children only and the remaining 13 including the registered provider work directly with the preschool children however the registered provider is predominantly engaged in administrative duties.

Methodology

Tusla's Early Years Inspectorate is the independent statutory regulator of early years services in Ireland. The Child Care Act 1991 (Early Years Services) Regulations 2016 define the duty of a registered provider to ensure the safety and well- being of children and to comply with these regulations. This Act also gives Tusla the authority to assess compliance with the regulations. The purpose of regulation in relation to early years services is to ensure that the care, safety, and well-being of children attending such services is upheld. Inspections of early years services are planned based on the following:

- Previous inspection history
- Any information received in relation to the service

The findings on inspection are based on:

- Information obtained through examination of documentation
- Direct observation
- Discussion with relevant staff

This inspection was unannounced and focused on the area of governance/ health, welfare and development of child/ safety/ premises and facilities. The inspection may also focus on other areas as required.

A sampling process was used to assess compliance under Regulation 19 and as a result, the scope of the inspection included the Bee Hive and Honey Bees Rooms.

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings. Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non-compliance from re occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body.

Acknowledgments

The inspector wishes to acknowledge the cooperation of the registered provider, staff and children who were present on the day of the inspection.

Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

- (a) the service has a designated person in charge and a named person who is able to deputise as required,
- (b) at all times during the period when the pre-school service is being carried on, the designated person in charge or the named person referred to in subparagraph (a) is on the premises,

(2) A registered provider shall ensure that each employee, unpaid worker and contractor is suitable and competent taking into consideration the nature of the needs of children, including by-

- (a) consideration of references from the person's past employers, if any, and in particular the most recent employer, if any,
- (b) consideration of references from reputable sources in the case of a person who has no past employers,
- (c) consideration of the vetting disclosure received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of the person, and
- (d) ensuring, insofar as is practicable, that where a person has lived in a state other than the State for a period of longer than 6 consecutive months, he or she provides police vetting from the police authorities in that state.

(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Compliance Information

(1)(a) & (b) The service had a designated person in charge who is also the registered provider and named persons to deputise as required. The person in charge was on the premises when the inspector arrived unannounced to the service.

All 15 staff files were reviewed:

(2)(a)(b)

- There were 2 written and validated references from a past employer or an alternative source available for 13 members of staff.
- Two staff members had 1 written and validated reference.

(c) Documentary evidence of a processed Garda vetting disclosure was available for all staff members and the registered provider adhered to the re-vetting timeframes.

(d) Following a review of the staff files presented on the day of inspection international police vetting was available for the 3 of the 4 staff members who had resided outside the jurisdiction for a period of greater than 6 months as an adult.

(4) Documentary evidence was available to show that the 13 staff members who worked directly with the preschool children had at least a minimum Level 5 qualification or letter of equivalency from the Minister. A qualification was not required for the staff members who worked solely with the school aged children.

Non-Compliance Information

(2)(a) Two staff members required a second written and validated reference.

(d) One staff member who lived outside the Irish jurisdiction for a period of 6 months or more did not have the correct international police vetting documentation available for inspection.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a) A new updated second reference has been obtained and validated for 2 members of staff.

(d) An international Child protection cert has been got for the member of staff.

New staff cannot start working with children until all references are obtained and validated and vetted.

Supporting documentation submitted

Copies of both written and validated references submitted and a copy of the international police vetting.

Summary Comment

The registered provider's response and supporting evidence was reviewed and accepted. The non-compliance has been addressed.

Part III – Management and Staff

Regulation 11 - Staffing levels

(1) Subject to this Regulation, a registered provider shall ensure that there is at all times an adequate number of adults working directly with the children attending the pre-school service.

(2) Subject to paragraphs (4) and (5), a registered provider of a full day care service or a part-time day care service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 1 of Schedule 6 opposite a particular reference number specified in column (1) of that Part in respect of the age range of the children specified in column (2) thereof at that reference number is satisfied.

(8) Without prejudice to paragraphs (2) to (7)-

(a) a registered provider of a pre-school service other than a child-minding service or a sessional pre-school service shall ensure that there are at least 2 adults on the premises at all times,

Compliance Information

(1) During the period of inspection there were an adequate number of adults working directly with the children attending the pre-school service.

(2) The following adult: child ratios were observed in the care rooms when the inspector arrived at the premises:

The Honey Bees Room:

There were 18 preschool children (aged 2 years 5 months to 3 years 8 months) attending this room with 3 staff members.

The child adult ratios were correct.

The Bumble Bees Room:

There were 21 preschool children (aged 3 – 4 years) attending this room with 2 staff.

The child adult ratios were correct.

The Bee Hive Room:

There were 25 preschool children (aged 3 – 4 years) attending this room with 4 staff. One of the staff members was employed through the Access and Inclusion Model.

The child adult ratios were correct.

(8)(a) The registered provider ensured that there were at least 2 adults on the premises at all times.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(1) A registered provider shall, in providing a pre-school service, ensure that-

(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

There were 3 care rooms in operation on the day of the inspection The Honey Bees, The Bumble Bees and The Beehive Rooms. Regulation 19 was assessed in the Honey Bees Room and the Beehive Room.

(1)(a) The following examples demonstrate how the registered provider ensured that children's learning, development, and well-being was facilitated in the service:

Basic Needs:

- Snacks were provided by the parents for the morning and afternoon and were observed to consist of sandwiches, yoghurts, fruit, crackers, breadsticks and pasta. Dinner for those staying on a full day care basis was provided by an outside caterer and reheated by the service. Dinner on the day of inspection was beef stew. Assistance was given to the children who required help with opening lunches and certain foods. The children's drinks cups were readily accessible to them in baskets in the care rooms.
- Independence with toileting was promoted and discreet supervision was also provided by staff. Gentle handwashing reminders were also given to the children and hands were washed after toileting.
- Tissue stations were available in the room and noses were observed to be cleaned when necessary.
- Due to inclement weather conditions the children did not access the outdoor area on the day of inspection, however staff reported that the children generally spent time outside daily.

Supporting Relationships

- The children were observed to be provided with sensitive care and nurturing interactions by the staff. Soft tones, positive and respectful language were observed in interactions between the staff and children in the rooms. For example; *"are you ok? You slipped?"*, *"could you give ... back their lunchbox please"*, *"Brilliant.... Great listening"*, *"I will be very sad if the book gets torn"* and *"that's a lovely hug"*.
- Clear instructions were given during transitions between activities which ensured transitions were smooth and no behavioural issues were observed.

- Staff were observed to sit and engage with children during tabletop activities and large group activities. Staff provided care and support to a child who was upset as this was their first day staying on for a full day.
- Staff were familiar with strategies in place for children who required additional supports in the service.
- Communication with parents was predominantly informal at drop off and collection times.

Part VI - Safety

Regulation 23 - Safeguarding health, safety and welfare of child

A registered provider shall ensure that all reasonable measures are taken to safeguard the health, safety and welfare of a pre-school child attending the service and that the environment of the service is safe.

Non-Compliance Information

General Safety:

The following general safety issues were observed:

1. In the Beehive Room there were unprotected sharp edges on the 2 brown tables and 4 white shelving units. These are a potential injury hazard.
2. The hot water in one of the taps of the sanitary accommodation accessed by the children in the Bumble Bees Room was recorded at 44.7 °C at 13.33pm. In addition, a child was heard to say the water was hot while washing their hands. This is in excess of the safe hot water temperature of 43°C and a potential burns risk.

Infection Control:

The following infection control risks were observed during inspection:

3. The nappy changing mat in the Busy Bees sanitary accommodation was torn and in a defective condition. This does not allow for effective cleaning.
4. The nappy bins in the nappy changing areas consisted of a push operated appliance and was not a pedal operated lidded and lined bin.

Corrective & Preventive Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Corner covers have been reattached with heavy duty super glue to units in the Beehive Room.
2. The temperature of the water heater in the Bumblebee Room was adjusted that day to turn the temperature down.

3. The nappy changing mat was replaced with a new mat.
 4. New pedal bins have replaced the old nappy bins in the 2 nappy changing areas.
1. Extra covers are available if covers need to be replaced
 2. Corner covers have been added to our daily classroom checklist so staff can ensure they are attached every morning
 3. A new check list for the water heaters, nappy bins and mats has been added for deputy manager to complete at the start of each new term.

Supporting documentation submitted

Photographic evidence of new bins, nappy mat and corner protectors.

Sample of completed new daily risk assessments.

Summary Comment

The Inspectorate have reviewed the registered provider's response and supporting evidence. The non-compliances identified in Regulation 23 have been addressed.

Part VI - Safety

Regulation 25 - First aid

(1) A registered provider shall ensure that a person trained in first aid for children is, at all times, immediately available to the children attending the pre-school service.

(2) A registered provider shall ensure that a suitably equipped first aid box for children-

(a) is safely stored in an easily accessible and conspicuous position on the premises, and

(b) is available to the children attending the pre-school service at all times.

Non-Compliance Information

(1) From the documentation reviewed, the registered provider did not ensure that there was a person trained in First Aid Response (FAR) for children, on the premises at all times. For example there was no staff member on Monday between 4 – 5.30pm; Thursday between 4.30pm and 5.30pm and Friday between 8am – 9am and 3.30pm – 5.30pm. Certificates were available indicating the 2 staff members were trained in First Aid Response (FAR).

(2)(a)(b) A first aid box was available to the preschool children, however it did not contain any antiseptic wipes.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(1) A full time member of staff completed FAR training on 12/01/2026.

(2)(a) and (b) Antiseptic wipes were replaced the same day in the first aid box.

Staff who are FAR trained are noted on staff rota to ensure someone is always present with FAR training while the preschool children are present.

First aid box content will be checked each new term by deputy manager.

Supporting documentation submitted

Photographic evidence and copy of FAR certificate.

Summary Comment

The registered provider's response is accepted and non-compliances are addressed. The sustainment of the corrective and preventative actions specified will be for review at the next inspection.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-
(d) cleaned, maintained and repaired, as required,

Compliance Information

(d) All walls and doors throughout the service had been painted and were in good condition.

In the Bumble Bees sanitary accommodation all walls and ceiling had been renovated with PVC panelling and the sink and worktop areas renewed. The door had been painted and floor coverings were in good condition. Walls and doors had been painted throughout the service. In general, all areas were in a clean and hygienic condition.

Non-Compliance Information

The frog shaped plastic covered sofa was in a defective condition as it was torn at the side. This does not allow for effective cleaning.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Strong duct tape was applied to the tear on the frog sofa in the Bumblebee Room.

A new check list for large equipment has been added for deputy manager to complete.

Supporting documentation submitted

Photographic evidence and sample of completed daily risk assessment.

Summary Comment

The Inspectorate reviewed the registered provider's response and the supporting information. This is accepted and the non-compliance has been addressed.